

# Gender Pay Gap Reporting 2017

## Our data

When calculating the difference in average earnings, the gender pay gap takes into account all jobs, at all levels and salaries within an organisation. This means the gender pay gap indicates the level of roles that women carry out in an organisation. The roles that women carry out can result from many different factors, such as historic trends of one gender dominating certain industries and type of jobs.

We are confident that men and women are paid equally for doing equivalent jobs across our business. We appoint people to roles based on merit and regardless of age, race, gender, marital status, sexual orientation, disability or religion and belief.

We value the contribution made by all our employees and are committed to creating a workplace environment where they want to stay, progress and develop their career with us, and we will continue to support all employees across all roles to reach their potential.

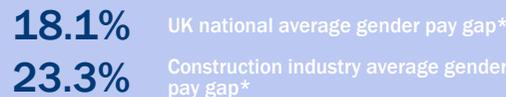
## What action are we taking?

Whilst we have ongoing educational partnerships and a number of our employees are active STEM Ambassadors, we are committed to taking a structured approach to help us achieve a more appropriate gender balance in the future.

We are realistic in recognising that genuine transformation for JN Bentley, and across the industry as a whole, will require meaningful societal changes as well as improvements at an organisational level. We are committed to being part of driving that change, and will make the following our focus for the future:

- Helping to target the root cause of the problem by inspiring women into the industry to increase the talent pool and bridge the gap
- Creating a workplace environment where women want to stay, progress, and develop their career with us
- Supporting all our employees, across all roles, to reach their potential

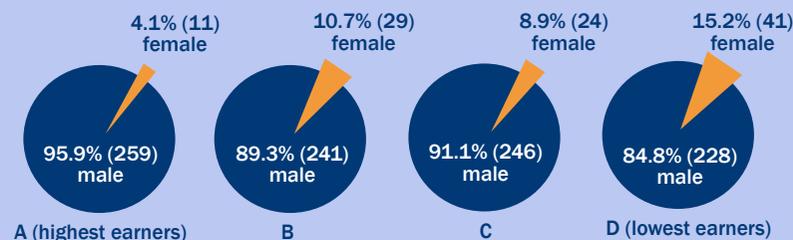
## Gender pay gap



Whilst our gender pay gap of 17.8% is lower than the UK average and the average of the construction industry, we recognise that women are under-represented in our workforce, particularly within operational roles, and there is work to do to improve our gender representation across our business.

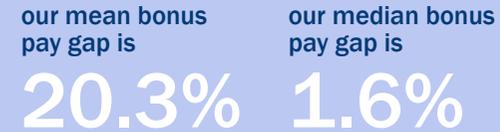
## Quartiles

The figures (below) show the gender distribution at JN Bentley across four equally sized quartiles (in this case 270 employees in each) from the highest to lowest earners. Whilst we do have females carrying out senior roles within the business, we seek to increase the gender representation across the business and for this to be consistently spread across all four quartiles as individuals progress.

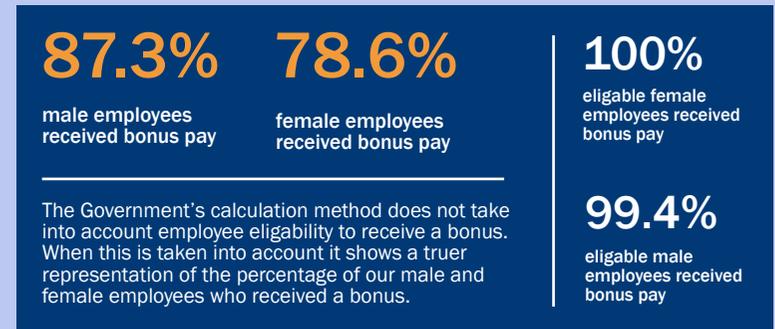


\* Office of National Statistics, 2016

## Bonus pay gap



### Proportion of men and women who received a bonus



## Employee numbers

**1,079 employees**

(as at 5 April 2017)

